

High Sick Leave Consumption Emergency Services

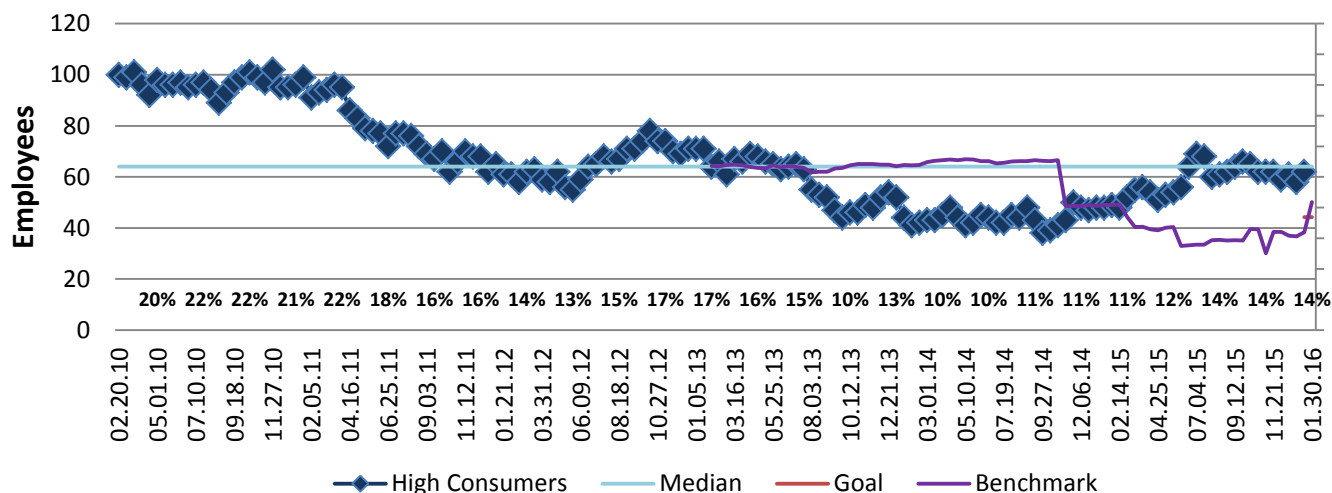
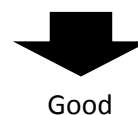


KPI Owner: Tonya Sangester

Process: Sick Leave Management

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: 58 empl./per pay period (CY2015 avg)		Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 3: Determine and quantify root causes		
Goal: Reduce the percent of employees with high sick leave to 10%			Measurement Method: # of employees who used 9 or more out of 12 sick ¹ days in a 12 month period; rate calculated by dividing by total employees		
Benchmark: 11.72% LMG Top Quartile 02/13/16			Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Review sick leave policies for areas of improvement. Continue to monitor for trends in usage		
How Are We Doing?					
01.18.15-01.30.16 Rolling 52wk Avg Goal	01.18.15-01.30.16 Rolling 52wk Avg		02.01.15-01.30.16 Goal	02.01.15-01.30.16 Actual	
44	60		44	62	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption



Run Chart - HSLC by Dept

